

Equality, Diversity and Accessibility Policy and Procedures

Reviewed: September 2024

Next Review: September 2025

Responsibility:

Isle Study Centre Ltd recognises that discrimination and victimisation is unacceptable under the Equality Act 2020. It is the aim of the Company to ensure that no employee, job applicant or learner receives less favourable facilities or treatment (either directly or indirectly) in recruitment, employment or attendance on grounds of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, or sexual orientation.

Responsibility rests with Dee Malam. Her mission is to ensure that they, their learners and the centre staff operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination. We will ensure that:

- All learners and staff are aware of our Equal Opportunities policy and the arrangements, and the reasons for the policy;
- Grievances concerning discrimination are dealt with properly, fairly and as quickly as possible starting with an investigation; appropriate records are maintained

Our Staff:

All learners and staff are able to talk freely about their views on most subjects but will not be allowed to enforce their views and beliefs on another member of the centre. We ensure that we as staff are able to respect different opinions, tastes and religions whilst upholding British values and encourage and guide our young people to do the same.

Responsibility for ensuring that there is no unlawful discrimination rests with all learners and staff and the attitudes of staff are crucial to the successful operation of fair education and employment practices. In particular, all members of our staff and our learners should:

- comply with the policy and arrangements;
- not discriminate in their day-to-day activities or induce others to do so;
- not victimise, harass or intimidate others or anyone who are perceived to have one of the protected characteristics;
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic;
- inform their tutor/manager if they become aware of any discriminatory practice.

Our Aim:

Our aim is that our workforce and our learners will be truly representative of all sections of society and that everyone feels respected and able to give of their best. All employees and learners will be treated fairly and with respect and will receive training on Equality, Diversity and Accessibility.

We will:

- Create an environment in which individual differences and the contributions of all our staff and learners are recognised and valued.
- Ensure every learner and employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Train and develop all our staff to ensure that all members and students are treated equally and fairly.
- Promote equality in the workplace which we believe is good management practice and makes sound business sense.
- Ensure our employment practices and procedures to ensure fairness for all and no discrimination takes place.
- Ensure any breaches of our equality policy will be regarded as misconduct and will lead to disciplinary proceedings.

Rights of Disabled People:

We attach importance to the needs of disabled people and will:

- Make reasonable adjustment to maintain the services of a learner/ employee who becomes disabled, for example, training, provision of special equipment, reduced working hours. (NB: managers are expected to seek advice and guidance from external agencies);
- Include disabled people in training/development programmes;
- Give full and proper consideration to disabled people who apply for jobs, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to do the job.

Our British Values policy:

The world is ever-changing around us and we all welcome this whilst at the same time we aim to always promote the British values of our country which are to:

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- Respect each other
- Tolerate others
- Live in a Democracy
- Abide by the rule of law

Student Development:

We aim to develop our young people:

- **Spiritually:** helping them to find their own beliefs if they do not already know them, reflect on experiences, to enjoy learning about themselves and the world around them, the other people at the centre with their own views, beliefs and experiences. This will enable them to develop their own self-knowledge, self-esteem and self-confidence;
- **Morally:** to help the young person to become the best version of themselves and to contribute more positively to the society in which they live. We help the young person to understand the difference between right and wrong and where bad choices are made, the reasons for them;
- **Socially:** we help our young people to interact positively with others within the centre, within the community and when on educational visits;
- **Culturally:** we explore different cultures and traditions.

Our policies reflect these values which are evident in everything we do. We believe it is important for young people to understand how the world works, the importance of rules, the consequences when not adhered to. We re-enforce these messages within our curriculum in subject areas such as PSHE and with the use of our Designated Tutors who are positive role models, respected by our learners, and thus listened to.

We give our young people the opportunity to practice their individual SMSC beliefs and views through open discussion, examples and debate both on a one-to-one basis and as a group. We also give students the opportunity to put into practice their learning in this subject area in the form of visits, celebrations from all cultural calendars as well as learning themed around the British traditions of Lent, Easter and Christmas.